

PUBLIC EDUCATION (IRELAND).

Allocation of the Supplementary Grant for Primary Education.

Presented to Parliament by Command of His Majesty.

DUBLIN:

PUBLISHED BY HIS MAJESTY'S STATIONERY OFFICE.

To be purchased through any Bookseller or directly from
R. PONSONBY, LTD., 116, GRAFTON STREET, DUBLIN;
or from H.M. STATIONERY OFFICE at the following addresses:
IMPERIAL HOUSE, KINGSWAY, LONDON, W.C. 2, and 28, ABINGDON STREET, LONDON, S.W. 1;
37, PRINCE STREET, MANCHESTER; 1, ST. ANDREW'S CRESCENT, CARDIFF;
23, FORTH STREET, EDINBURGH;
or from the Agencies in the British Colonies and Dependencies,
the United States of America and other Foreign Countries of
T. FISHER UNWIN, LTD., LONDON, W.C. 2.

1917.

PUBLIC EDUCATION (IRELAND).

ALLOCATION OF THE SUPPLEMENTARY GRANT.

Statement setting forth particulars in regard to the proposals for the allocation of the new grant provided in the financial year 1917-18 in respect of the cost of primary education in Ireland, furnishing a summary of the principal regulations, as in operation hitherto, governing the payments made to the teachers, and giving an estimate of the approximate amount of the increase of expenditure involved in the new proposals.

I.—NEW SCALE OF SALARIES FOR TEACHERS.

MEN TEACHERS.

	Commencing Salary.	Annual Increment.	Number of Increments.	Maximum Salary.
	£	£		£
Grade III. ...	78*	4	6	102*
Grade II. ...	110*	6	4	134*
Grade I ^a	146†	7	2	160†
Grade I ^b	168†	10	3	198†

WOMEN TEACHERS.

	£	£		£
Grade III. ...	64*	4	6	88*
Grade II. ...	94*	5	4	114*
Grade I ^a	123†	6	2	135†
Grade I ^b	141†	9	3	163†

* Includes an augmentation grant of £7 which, for the present, is to continue to be paid annually in arrear.

† Includes an augmentation grant of £10 which, for the present, is to continue to be paid annually in arrear.

Principal teachers of schools with an average daily attendance of not less than 140 pupils to be granted supplementary salary in addition to grade salary, if highly efficient. This supplementary salary to commence at £30 per annum, and to increase by annual increments of £5 each to a maximum of £50 per annum.

Principal teachers of schools with an average attendance of less than 20 pupils not to be entitled to grade salary, but to receive payment in lieu thereof at the following rates:—

£64 per annum in schools with an average attendance of not less than 10 pupils.

A capitation grant of £5 per annum for each pupil in average attendance in the case of schools with an average attendance of less than 10 pupils. No school with an annual average attendance of less than 7 pupils to receive any aid out of State grants after 31st December, 1917.

A capitation grant of 5s. per annum for each unit of the average attendance to be paid to the principal teacher of every national school.

Assistant teachers to be paid the salaries of third grade, and, if highly efficient for three consecutive years, to be eligible, after the expiration of one year from the date on which they reach the maximum for third grade, for promotion to second grade, with the increments of salary in that grade. The payment of capitation grants to assistant teachers to be discontinued, and the new grade salaries to be regarded as including the amount of the Bonus to which assistant teachers may be entitled under the terms of the Irish Education Act of 1892.

Bonuses, in addition to grade salary, to be provided in certain cases for teachers recognised in the third grade, viz. :—

- (a) For principal teachers employed in schools where the average attendance of pupils for the calendar year preceding the first award of this grant reached at least 20 units, but fell short of the minimum of 30 units required for promotion to second grade, who have been in receipt of the maximum salary for the third grade for at least one year, and who are reported by the Board's inspector as having given efficient service during the three preceding years.
- (b) For assistant teachers who have been in receipt of the maximum salary for the third grade for at least one year, and whose service for the three preceding years has been reported by the Board's inspector as efficient, though falling short of the standard required to warrant their promotion to the second grade.

These bonuses shall commence at £5 per annum, and, after the completion of at least one year of efficient service subsequent to the date from which the grant is allowed in the first instance, may be increased to £10 per annum. A principal teacher shall not be eligible for this increase in the amount of the bonus unless the average attendance of pupils at his school for the preceding calendar year reaches at least 20 units.

The bonuses may be reduced in amount or be withdrawn in case of teachers who become inefficient; the bonuses will be withdrawn from principal teachers whose schools fail to maintain the minimum average attendance of 15 pupils required for the continuance of the salary of the third grade.

In the event of any teacher who is in receipt of this grant obtaining promotion to second grade, the payment of the bonus shall be discontinued, but in such a case the teacher shall be allowed a commencing salary in the second grade not less than the amount of the salary in the third grade and the bonus paid to him at the time when he obtains such promotion.

No change to be made in the existing rules in regard to the average attendance of pupils required in each grade to warrant promotion or the awarding of increments.

For promotion to second division of first grade a teacher must, as a rule, have been at least two years on the maximum salary of second grade. For promotion to the second grade and to first division of first grade a teacher must, as a rule, have been at least one year on the maximum salary of the next lower grade. Special (i.e., more speedy) promotion may be granted to exceptionally efficient teachers.

The regulation in operation hitherto under which promotions of teachers date only from 1st April to be withdrawn.

To warrant awards of increments of salary teachers must be recommended by the inspectors on the same standard of efficiency as is required at present.

The existing regulations which require, as a rule, that teachers should be trained in order to qualify for increment or promotion continue in operation.

The average attendance required at present for the retention of grade salaries to continue for teachers in the first and second grades; principal teachers in the third grade not to suffer reduction in salary owing to a decline in the average attendance so long as it does not fall below 15 units.

The existing limitation as to the number of teachers in each grade above third grade to be abolished.

For purposes of comparison there is appended (page 7) a summary of the principal regulations as in operation hitherto, governing the rates at which payment may be allowed to graded national school teachers in Ireland for work done in day schools, exclusive of fees for special and extra branches.

II.—CONVENT NATIONAL SCHOOLS PAID BY CAPITATION GRANTS.

It is proposed to provide a uniform increase of 10s. per annum for each unit of the average attendance of pupils in the case of these schools.

Hitherto the capitation grants available for the convent national schools have been as follows :—

- (A) A grant commencing at 25s. per annum for each unit of the average attendance of pupils and increasing by triennial increments of 1s. per annum for each unit of the average attendance up to a maximum of 35s. per annum for each unit of the average attendance.
- (B) A grant of 5s. per annum for each unit of the average attendance of pupils between 3 and 15 years of age.
- (C) A grant of 5s. per annum for each unit of the average attendance of pupils of all ages.

The grants specified at (B) and (C) are payable annually in arrear. It is now proposed to substitute for the grant as specified under heading (A) above, a capitation grant commencing at 35s. per annum for each unit of the average attendance of pupils, increasing by triennial increments of 1s. per annum for each unit of the average attendance, up to a maximum of 45s. per annum for each unit of the average attendance, and to continue unaltered the grants as specified under headings (B) and (C).

In view of this increase in the capitation grants for the convent schools it is proposed to raise the minimum salary required to be paid by the conductors of these schools to lay assistant teachers employed by them to £64 per annum; hitherto the minimum salary for lay assistants employed in convent schools has been fixed at £44 per annum for trained teachers, and £40 per annum for untrained teachers.

III.—NEW SCALE OF PAYMENT FOR JUNIOR ASSISTANT MISTRESSES.

Commencing salary, £40 per annum; annual increment, £3; maximum salary, £52 per annum; this scale includes a grant of £4 per annum which, for the present, will be paid annually in arrear.

In the case of junior assistant mistresses paid by capitation, who are recognised in small schools attended by pupils of both sexes, and in charge of masters as principal teachers, it is proposed to provide a grant at the rate of £1 per annum for each unit of the total average attendance of pupils at the school, with a supplemental allowance of £4 per year payable annually in arrear.

It is proposed further that retiring gratuities should be provided for junior assistant mistresses on a scale to be approved by the Treasury.

Hitherto the salary available for junior assistant mistresses appointed to schools with an average attendance of 35 or more pupils has been £24 per annum, with a supplemental grant of £4 payable annually in arrear for those who have completed two years of satisfactory service, and the capitation grant available for junior assistant mistresses appointed to small mixed schools in charge of masters with an average attendance of less than 35 pupils has been £1 per annum for each unit of the average daily attendance of girls, with a supplemental grant of £4 per year, payable annually in arrear for those who have completed two years of satisfactory service.

Junior assistant mistresses have not been eligible hitherto for any retiring allowance.

IV.—GRATUITIES TO BE PAID TO TEACHERS FOR THE TRAINING AND INSTRUCTION OF MONITORS AND PUPIL TEACHERS.

A gratuity of £8 (non-pensionable) to be allowed for every boy monitor or pupil teacher who completes his course, and passes in the first or second division (i.e. obtains less than 60 per cent. of the total number of marks) at the final examination. A gratuity of £6 (non-pensionable) to be allowed for each girl monitor and pupil teacher on like conditions.

Since 1st April, 1900, there has been no special remuneration provided for the teachers in respect of work done by them in the training and instruction of monitors, and pupil teachers.

V.—IMPROVED GRANTS FOR TRAINING COLLEGES.

The fixed grant of £50 per annum for each man King's scholar and of £35 per annum for each woman King's scholar, hitherto paid to the authorities of each training College, to be increased by ten per cent. The improved grant to be made available for the session commencing in September, 1917, and the question of continuing the increased payments to be reconsidered after the conclusion of the present war.

VI.—LODGING OR HOUSE-RENT ALLOWANCE FOR THE HEAD MISTRESSES OF MODEL SCHOOLS.

A sum of £20 per annum (non-pensionable) to be provided as an allowance for house-rent for each model school head mistress, so as to place these teachers on equality in this respect with the head masters of model schools, who, in every instance, are provided either with a free furnished residence, or with a house rent allowance of not less than £20 per annum.

VII.—INCREASED GRANTS FOR SCHOOL GARDENS.

The grants for gardening, which are at present available only in respect of instruction in this subject given by men teachers to boy pupils, are to be extended so as to be available in respect of instruction given to girl pupils as well as to boy pupils, and such grants are to be paid for instruction given by duly qualified women teachers, as well as for instruction given by men teachers.

An increase on the present grants is to be provided in cases where an exceptionally large number of pupils attend the classes for instruction in gardening.

VIII.—PROVISION FOR APPOINTMENT OF DIVISIONAL INSPECTORS AND FOR AN IMPROVED SALARY SCALE FOR JUNIOR INSPECTORS.

Three divisional inspectors to be appointed on a salary scale commencing at £700, and increasing by annual increments of £25 to a maximum of £750 per annum. In connection with the reorganisation of the inspection work in view of these appointments, the number of senior inspectors is to be reduced by 3, and the number of junior and women inspectors is to be increased by 3.

All the junior and women inspectors are henceforward to be recognised in one class with a commencing salary of £200 per annum, increasing, by annual increments of £15, to a maximum salary of £400 per annum. In special cases a commencing salary in excess of the minimum of the scale may be allowed to candidates over 35 years of age, graduated up to £300 by not more than £10 for each year of the excess up to 45.

Hitherto the junior and women inspectors have been divided into two sections; in the lower section, in which the maximum number of inspectors who could be recognised was 30, the salary commenced at £150, with annual increments of £10, up to a maximum of £300 per annum; in the upper section, in which the maximum number of inspectors who could be recognised was 22, the salary commenced at £300 per annum, and increased by annual increments of £15 to a maximum of £400.

IX.—IMPROVED SCALES OF SALARIES AND ALLOWANCES FOR CERTAIN ORGANISERS OF INSTRUCTION IN SPECIAL SUBJECTS.

(a) Chief Assistant Organiser of Instruction in Domestic Economy: salary scale commencing at £145, and increasing by annual increments of £6 to a maximum of £175, instead of the existing scale of £120—£5—£150 per annum.

(b). Assistant organisers of instruction in Domestic Economy: salary scale commencing at £120 and increasing by annual increments of £5 up to a maximum of £140 per annum, instead of the existing scale of £100-£4-£120 per annum.

(c). Head organiser of Kindergarten instruction: salary scale commencing at £160 per annum and increasing by annual increments of £6 to a maximum of £190 per annum, instead of the fixed salary of £150 per annum available hitherto.

(d). Assistant organisers of Kindergarten instruction: salary scale commencing at £120 and increasing by annual increments of £5 up to a maximum of £140 per annum, instead of the fixed salary of £120 per annum available hitherto.

(e). Sub-organiser of instruction in Elementary Science: salary scale commencing at £150 and rising by annual increments of £10 to a maximum of £200 per annum, instead of the fixed salary of £150 per annum available hitherto.

(f). Organisers of instruction in the Irish language: salary scale commencing at £150 and increasing by annual increments of £10 to a maximum of £230 per annum, instead of the existing scale of £120-£5-£200 per annum.

It is also proposed to revise the scale of subsistence expenses for these organisers, where necessary, so as to secure a minimum allowance for each officer of not less than 10s. per night when obliged to be absent from home on official business, reducible to 7s. 6d. per night for any period of stay at an outpost in excess of 14 nights.

TABLE showing the estimated amount so far as at present ascertained of the increase in charge upon the Vote for the financial year ending 31st March, 1918, and the ultimate annual increase of charge, likely to arise in connection with the proposals for the allocation of the Supplementary Vote for the expenses of primary education in Ireland as set forth in this memorandum:—

PROPOSALS.	Estimated increase of charge for the current financial year.	Estimated ultimate annual increase of charge.
I. (a) Revised salary scale for teachers]	£ 207,500	£ 340,000
(b) Supplementary salary for the principal teachers of large schools	8,500	15,000
II. Increased Capitation Grant for Convent Schools	34,500	38,000
III. Revised salary scale and provision for retiring allowances for Junior Assistant Mistresses	25,000	Not yet capable of Estimate.
IV. Gratuities for the instruction of Monitors and Pupil Teachers	—	3,000
V. Improved grants for Training Colleges	2,400	5,000
VI. Allowances for house-rent for Model School Head Mistresses	630	780
VII. Increased grants for instruction of National School Pupils in Gardening	300	1,500
VIII. Cost of providing for appointment of Divisional Inspectors and of revised scale of salary for Junior and Women Inspectors	1,250	5,150
IX. Cost of revised scales of salary and subsistence expenses for certain organisers of instruction in special subjects	550	1,130
X. Pension Fund,	Not yet capable	of Estimate.

NOTE.—The proposals for increasing the emoluments of the National School teachers, as enumerated in the foregoing statement, will involve a large amount of increase in the provision which will require to be made from State sources in aid of the Teachers' Pension Fund; pending the result of actuarial investigation and report it is not possible to determine the amount of this increase, and the increases of salary proposed will not be included in the calculation of average salary for the purposes of premium and pension, pending the revision of the Rules relating to the Fund.

CHIEF SECRETARY'S OFFICE,
DUBLIN CASTLE,
1st December, 1917.

APPENDIX.

SUMMARY of the principal regulations as in operation hitherto, which governed the rates at which payment might be allowed to graded national school teachers in Ireland for work done in day schools, exclusive of fees for special and extra branches.

The teachers were divided into four grades, and the scales of payment provided for these grades were as set forth in the subjoined table :—

Grade.	Initial Grade Salary.	Triennial Increments for efficient service.		Maximum Salary.
		Amount of triennial increment.	Number of increments.	
Men	III. ...	£ 63*	7	£ 84*
	II. ...	94*	10	114*
	I ² ...	127†	10	137†
	I ¹ ...	149†	12	185†
Women	III. ...	51*	7	72*
	II. ...	80*	8	96*
	I ² ...	107†	8	115†
	I ¹ ...	124†	9	131†

* Includes a supplemental grant of £7 which is paid annually in arrear.

† Includes a supplemental grant of £10 which is paid annually in arrear.

The minimum average attendance required in order to warrant the promotion of teachers to the higher grades and for the grant of increments of salary when serving in these grades is as follows :—

III. grade	—	—	—	20 pupils
II. "	—	—	—	30 "
I ² "	—	—	—	50 "
I ¹ "	—	—	—	70 "

Teachers did not lose their claim to the salary of their grade until the average attendance for a calendar year has fallen below the following figures :—

For grade III.	} 20 pupils.
II.	
I ²	} 35 pupils.
I ¹	

Assistant teachers, as a rule, have received salaries of the third grade; but exceptionally efficient assistants might be promoted to the second grade. Assistant teachers, appointed for the first time after 1st April, 1905, have been ineligible for increments of salary unless they have been trained.

Bonuses, in addition to increments, were awarded to assistant teachers who are entitled to them under the terms of the Irish Education Act of 1892. The bonus was £9 for men and £7 10s. Od. for women.

Untrained teachers, appointed for the first time on and after 1st April, 1900, were ineligible for promotion beyond the third grade, unless in exceptional circumstances.

Teachers were required, as a rule, to remain for three years on the maximum salary of a grade before becoming eligible for promotion to a higher grade. Promotions dated from 1st April.

In addition to grade salaries, the teachers were entitled to a capitation grant on each unit of the average attendance as provided for under the Irish Education Act of 1892. Since the year 1901 this grant has been paid at the rate of 5s. 0d. per annum for each unit of the average attendance of pupils between 3 and 15 years of age, and has been allocated between the members of the teaching staff as follows :—

When the average attendance did not exceed 60, the whole of the capitation grant has been paid to the principal teacher. When the average attendance was over 60 the grant has been distributed between the principal and the assistants in accordance with the following scale :—

Average Attendance of Pupils.	Number of Units of Capitation Grant.				
	Principal.	1st Assistant.	2nd Assistant.	3rd Assistant.	4th Assistant.
61-95	60	1-35	—	—	—
96-130	60	35	1-35	—	—
131-149	61-70	35	35	—	—
141-175	70	35	35	1-35	—
176-185	71-80	35	35	35	—
186-220	80	35	35	35	1-35
		and so forth			

The number of teachers recognised in each grade, above the third grade, has been fixed from time to time by the Commissioners, subject to the sanction of the Treasury. The maximum numbers of places as available on 31st March, 1917, were fixed as follows :—

		MEN.	WOMEN.
For II. Grade	2,200	1,600
For I ² Grade	700	400
For I ¹ Grade	450	300

The teachers of schools with an average attendance of ten but less than twenty pupils have been allowed salary at the rate of £51 per annum—the minimum for women in the third grade.

The teachers of schools with an average attendance of less than ten pupils have received in lieu of grade salary, an ordinary capitation grant of £3 15s. 0d. per annum.